VERDICT FORM

for Deanna Beard v. Flying J, Inc. and Richard Kroul

I. SEXUAL HARASSMENT CLAIMS AGAINST FLYING J AND RICHARD KROUT

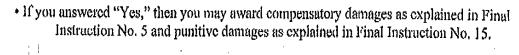
Yes J	No
• 1f yc	ou answered "Yes," figure the amount of damages, if any, to be assessed against Richard Krout only. Use Final Instruction Nos. 7-8 for help in determining damages to assess against Richard Krout. Remember, you are not to assess punitive damages against Mr. Krout.
	* 2000 - Compensatory damages from the beginning of April 1998 to May 20, 1998.
•	\$ Future componsatory damages from June 15, 2000 to some future date.
i	\$

question 1.

2. Has Dean Pinal Instruc	na Beard proven the elements of hor constructive discharge claim (as explained in tion No. 3)?
Yes	
• If y	ou answered "Yes," then figure the amount of damages, if any, to be assessed against Plying J for the sexually hostile work environment that Mrs. Beard experienced between the beginning of April 1998 and the date of your verdict. You are authorized to make an award of actual damages (as explained in Final Instructions Nos. 7-8) and punitive damages (as explained in Final Instruction No. 9).
	\$ Compensatory damages \$ Future compensatory damages \$ Post-termination backpay
	\$ Total damages awarded
• If y	ou answered "Yes," do NOT answer question 3. Go to Section II question 1.
• If yo	ou answered "No," then go to question no. 3.
3. Has Flying No. 4)?	J proven the elements of its affirmative defense (as explained in Final Instruction
Yes	No 🗸
• If yo	on answered "Yes," then Plaintiff Deanna Beard collects no damages from Plying J and your verdict shall be for Plying J on Mrs. Beard's sexually hostile work environment claim.
• If yo	ou answered "No," then figure the amount of damages to assess against l'lying I for the sexually hostile work environment that Mrs. Beard experienced between the beginning of April 1998 and May 20, 1998. You are authorized to make an award of actual damages (as explained in Final Instructions Nos. 7-8) and punitive damages (as explained in Final Instruction No. 9).
	\$ \(\frac{1}{2}, \frac{500}{500} \) - Compensatory damages \$ \(\frac{1}{2}, \frac{500}{500} \) - Punitive damages (Only award punitive damages if you award compensatory damages).
	\$ 25,000 - Total damages awarded

II. ASSAULT AND BATTERY CLAIMS AGAINST RICHARD KROUT

1.	Has Plaintiff pro	oven the elements	of assault (as explained	l in Final Instruction	on No.	5)?
		<i>F</i>				



- If you answered "No," then Plaintiff Deanna Beard collects no damages from Richard Krout on this claim and your verdict must be for Mr. Krout.
- 2. Has Plaintiff proven the elements of battery (as explained in Final Instruction No. 6)?

- If you answered "Yes," then you may award compensatory damages as explained in Final Instruction No. 6 and punitive damages as explained in Final Instruction No. 15.
 - \$ 5.000 Compensatory damages \$ 5.000 Punitive damages (Only award punitive damages if you have awarded compensatory damages).

• If you answered "No," then Plaintiff Deanna Beard collects no damages from Richard Krout on this claim and your verdict must be for Mr. Krout.

Date: 6-16-00

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1. Clemas Deanna Beard proven the elements of her sexually hostile world the result of her sexually have a sexual three results and her sexually have a sexual three results and her sexual three results and her sexual three results are results and her results are results are resu
Yes No
If you answered yes, proceed to question 2. If you answered no, proceed to Section II Assault and Battery Claims against Richard Krout.
2. Has Deanna Bear proven the elements of her constructive discharge claim (as explained in Final Instruction No. 3)?
Yes No
If you answered yes, proceed to question 3. If you answered no, proceed to question 4 and compute any damages to which she might be entitled to from the beginning of April, 1998 until May 20, 1998 and any future compensatory damages, but not back pay.
3. Has Flying J proven the elements of its affirmative defense (as explained in Final Instruction No. 4)?
YesNo
If you answered yes, proceed to Section II, Assault and Battery Claims against Richard Krout. If you answered no, proceed to question 4 and compute any damages to which she is entitled from May 20, 1998 until today.
4. What damages do you find Deanna Beard entitled to under this Section II, Sexual Harassment Claims against Flying J and Richard Krout?
\$ Compensatory damages from the beginning of April 1998 until May 20, 1998.
\$ Future compensatory damages
\$ Post-Termination back pay
\$ TOTAL DAMAGES AWARDED
If you have awarded damages, proceed to question 5.

J?
Yes No
If you answered yes, proceed to question 6. If you answered no, proceed to Section II, Assault and Battery Claims against Richard Krout.
6. What punitive damages do you find Deanna Beard entitled to under Section II, Sexual Harassment Claims against Flying J?
\$punitive damages

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VERDICT FORM

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1. CLERNas Deanna Bea	ard proven t	he element	ts of her se	xually	hostile
worm lenvitonment	aim against	Flying J	and Richard	Krout	(as
1. CLERNas Deanna Bea word Lenviscopment () explained in Final	Instruction	No. 2)?		•	

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Yes No
If you answered yes, proceed to question 2. If you answered no, proceed to Section II Assault and Battery Claims against Richard Krout.
2. Has Deanna Bear proven the elements of her constructive discharge claim (as explained in Final Instruction No. 3)?
Yes No
If you answered yes, proceed to question 3. If you answered no, proceed to question 4 and compute any damages to which she might be entitled to from the beginning of April, 1998 until May 20, 1998 and any future compensatory damages, but not back pay.
3. Has Flying J proven the elements of its affirmative defense (as explained in Final Instruction No. 4)?
YesNo
If you answered yes, proceed to Section II, Assault and Battery Claims against Richard Krout. If you answered no, proceed to question 4 and compute any damages to which she is entitled from May 20, 1998 until today.
4. What damages do you find Deanna Beard entitled to under this Section II, Sexual Harassment Claims against Flying J and Richard Krout?
\$ Compensatory damages from the beginning of April 1998 until May 20, 1998.
\$ Future compensatory damages
\$ Post-Termination back pay
\$ TOTAL DAMAGES AWARDED
If you have awarded damages proceed to question to

J?
Yes No
If you answered yes, proceed to question 6. If you answered no, proceed to Section II, Assault and Battery Claims against Richard Krout.
6. What punitive damages do you find Deanna Beard entitled to under Section II, Sexual Harassment Claims against Flying J?
\$ punitive damages